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THE ANDHRA PRADESH GAZETTE
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PART II EXTRAORDINARY

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NOTIFICATIONS BY HEADS OF DEPARTMENTS, Etc.

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**ANDHRA PRADESH ELECTRICITY REGULATORY COMMISSION
HYDERABAD.**

Lr.No.APERC / Secy / F.No.S-19 (Vol.II) / D.No.749 / 2022.

Date: 29-11-2022.

REGULATION No.6 OF 2022

**ANDHRA PRADESH ELECTRICITY REGULATORY COMMISSION
(RECRUITMENT, CONTROL AND SERVICE CONDITIONS OF STAFF)
REGULATIONS, 2022.**

In exercise of powers conferred by Sections 91(2) and 91(3) of the Electricity Act, 2003 and in supersession of Andhra Pradesh Electricity Regulatory Commission (Method of Recruitment and Conditions of Service of officers and staff) Regulations, 1999 (hereinafter called "the Principal Regulation") as amended from time to time (including the Supplementary Regulation to the Principal Regulation i.e., Regulation 5 of 2013), the Andhra Pradesh Electricity Regulatory Commission, with the approval of the State Government, do hereby make the following regulations, namely:-

CHAPTER I**PRELIMINARY****1. Short Title and Commencement -**

- a. These regulations may be called the Andhra Pradesh Electricity Regulatory Commission (Recruitment, Control and Service Conditions of Staff) Regulations, 2022.
- b. These regulations shall come into force with effect from the first day of January 2023.

2. Application -

These regulations shall apply to the staff of Andhra Pradesh Electricity Regulatory Commission mentioned in regulation 5 of these regulations:-

Provided that every officer or other employee of the Commission appointed to a post before the commencement of these regulations and performing duties attached to the post, shall on such commencement be deemed to have been appointed under the relevant provisions of these regulations to the same post as he was holding immediately before such commencement.

3. Definitions -

In these regulations, unless the context otherwise requires, -

- (a) "Act" means the Electricity Act 2003;
- (b) "Appointing Authority", means -
 - (i) Chairperson, in respect of all Group A posts; and
 - (ii) Commission Secretary in respect of all other posts.

- (c) "Chairperson" means the Chairperson of the Commission;
- (d) "Commission" means the Andhra Pradesh Electricity Regulatory Commission;
- (e) "Disciplinary Authority" means -
 - (i) Chairperson, in respect of all Group A posts
 - (ii) Commission Secretary in respect of all other posts.
- (f) "Function" means and includes all work related to the activities of the Commission;
- (g) "Member" means a Member of the Commission;
- (h) "Staff " includes both officers and employees of all categories appointed whether on Direct Recruitment, Deputation on foreign service terms or on short-term contract basis;
- (i) "Short term contract" means the method of recruitment of officers, serving or retired, belonging to Non-Government organizations e.g., Universities, recognized research institutions, public sector undertakings etc., on Deputation on foreign service terms or otherwise to the Commission for a limited period.

Words and expressions used in these regulations but not defined, shall have the same meaning as respectively assigned to them under the Act.

CHAPTER II**CLASSIFICATION OF POSTS/SANCTIONED STRENGTH**

4. **Classification of Posts** - The posts in the Commission shall be classified as follows:-

S. No.	Description	Classification of Posts
1	A post carrying pay in the pay grade 24 and above.	Group "A"
2	A post carrying pay in the pay grades 21 to 23	Group "B"
3	A post carrying pay in the pay grades 11 to 20	Group "C"
4	A post carrying pay in the pay grade 10 and below	Group "D"

5. Sanctioned Strength & Pay Scales -

The number of sanctioned posts in the Commission, the pay grades and scales applicable to them and the corresponding levels in the State Government against each category are as given in the table below:

S. No.	Name of the Post	No. of Posts	Category	Pay Grade	Pay Scale	Equivalent Level under State Government
1	Commission Secretary	1	A	32	133900-179000	Additional Secretary to Government
2	Director (Tariff)	1	A	32	133900-179000	Additional

S. No.	Name of the Post	No. of Posts	Category	Pay Grade	Pay Scale	Equivalent Level under State Government
						Secretary to Government
3	Director (Engineering)	1	A	32	133900-179000	Additional Secretary to Government
4	Joint Director (Tariff)	1	A	30	112610-174790	Jt. Secretary to Government
5	Joint Director (Law)	1	A	30	112610-174790	Jt. Secretary to Government
6	Joint Director (Engineering)	1	A	30	112610-174790	Jt. Secretary to Government
7	Joint Director (Administration)	1	A	30	112610-174790	Jt. Secretary to Government
8	Deputy Director (Law)	1	A	27	87480-170580	Deputy Secretary to Government
9	Deputy Director (Information Technology)	1	A	27	87480-170580	Deputy Secretary to Government
10	Deputy Director (Tariff - Engineering)	1	A	27	87480-170580	Deputy Secretary to Government
11	Deputy Director (Tariff - Economics)	1	A	27	87480-170580	Deputy Secretary to Government

S. No.	Name of the Post	No. of Posts	Category	Pay Grade	Pay Scale	Equivalent Level under State Government
12	Deputy Director (Personnel)	1	A	27	87480-170580	Deputy Secretary to Government
13	Deputy Director (Transmission)	1	A	27	87480-170580	Deputy Secretary to Government
14	Deputy Director (Distribution)	1	A	27	87480-170580	Deputy Secretary to Government
15	Deputy Director (Pay & Accounts)	1	A	27	87480-170580	Deputy Secretary to Government
16	Assistant Director (Law)	1	A	24	70850-158880	Assistant Secretary to Government
17	Assistant Director (Information Technology)	1	A	24	70850-158880	Assistant Secretary to Government
18	Assistant Director (Tariff - Engineering)	1	A	24	70850-158880	Assistant Secretary to Government
19	Assistant Director (Tariff - Economics)	1	A	24	70850-158880	Assistant Secretary to Government
20	Assistant Director (Personnel)	1	A	24	70850-158880	Assistant Secretary to Government
21	Assistant Director (Transmission)	1	A	24	70850-158880	Assistant Secretary to

S. No.	Name of the Post	No. of Posts	Category	Pay Grade	Pay Scale	Equivalent Level under State Government
						Government
22	Assistant Director (Distribution)	1	A	24	70850-158880	Assistant Secretary to Government
23	Assistant Director (Pay & Accounts)	1	A	24	70850-158880	Assistant Secretary to Government
24	Private Secretary	3	B	21	57100-147760	Private Secretary to Secretary to Government
25	Senior Assistant	4	C	18	45830-130580	Assistant Section Officer (S.C)
26	Junior Personnel Officer	1	C	18	45830-130580	Assistant Section Officer (S.C)
27	Cashier	1	C	18	45830-130580	Assistant Section Officer (S.C)
28	Stenographer	3	C	11	32670-101970	Steno-Typist
29	Junior Assistant	3	C	11	32670-101970	Steno-Typist
30	Receptionist - cum - Telephone Operator	1	C	11	32670-101970	Steno-Typist
31	Caretaker	1	D	6	23780-72810	Motorcycle Messenger
32	Messenger	2	D	6	23780-72810	Motorcycle Messenger

S. No.	Name of the Post	No. of Posts	Category	Pay Grade	Pay Scale	Equivalent Level under State Government
33	Driver	3	D	6	23780-72810	Motorcycle Messenger
34	Office Subordinate	6	D	2	20600-63660	Dafedar

6. Mode of appointment -

- a) Appointments against the sanctioned posts in the Commission may be made either through direct recruitment or on short-term contract basis or on Deputation on foreign service terms or by promotion as under:

S. No.	Name of the Post	Mode of Appointment
1	Commission Secretary	Direct recruitment or Deputation on foreign service terms or short-term contract
2	Director	i) Fifty percent by promotion from Joint Directors failing which by Direct recruitment or Deputation on foreign service terms or short-term contract ii) Fifty percent by deputation on foreign service terms or short-term contract
3	Joint Director	i) Fifty percent by promotion from Deputy Directors failing which by Direct recruitment or Deputation on foreign service terms or short-term contract ii) Fifty percent by deputation on foreign service terms or short-term contract

S. No.	Name of the Post	Mode of Appointment
4	Deputy Director	i) Fifty percent by promotion from Assistant Directors failing which by Direct recruitment or Deputation on foreign service terms or short-term contract ii) Fifty percent by deputation on foreign service terms or short-term contract
5	Assistant Director	Direct recruitment or Deputation on foreign service terms or short-term contract
6	Private Secretary	Promotion from posts having a Pay Grade of 18 or above failing which Direct recruitment or Deputation on foreign service terms
7	Senior Assistant	Promotion from posts having a Pay Grade of 11 or above failing which Direct recruitment or Deputation on foreign service terms
8	Junior Personnel Officer	Promotion from from posts having a Pay Grade of 11 or above failing which Deputation on foreign service terms
9	Cashier	Promotion from posts having a Pay Grade of 11 or above failing which Deputation on foreign service terms
10	Stenographer	Direct recruitment or Deputation on foreign service terms or short-term contract
11	Junior Assistant	Direct recruitment or Deputation on foreign service terms or short-term contract
12	Receptionist - cum - Telephone Operator	Promotion from posts having a Pay Grade of 6 or above failing which Direct recruitment or Deputation on foreign service terms
13	Caretaker	Promotion from Office Subordinates failing which Direct recruitment or Deputation on foreign service terms

S. No.	Name of the Post	Mode of Appointment
14	Messenger	Promotion from Office Subordinates
15	Driver	Direct recruitment
16	Office Subordinate	Direct recruitment

- b) The appointment on a short-term contract basis shall be made usually for a period not exceeding three years. Extension beyond this period would be considered on an as needed basis.
- c) The appointment on Deputation on foreign service terms basis shall be made initially for a period of one year. Extension beyond this period may be considered one year at a time, ensuring that the combined total period of deputation with the Commission does not exceed 5 years at a stretch.

Provided that the staff appointed on Deputation on foreign service terms and willing to get permanently absorbed in the Commission, may on completion of two years of Deputation on foreign service terms exercise their option for permanent absorption in the Commission and the appointing authority may in its discretion, take such decision, as it considers appropriate.

- d) The Officers and staff appointed on regular basis in the Commission immediately before the commencement of these regulations shall be deemed to have been appointed under these regulations.
- e) Selection / non-selection posts: Posts mentioned against Serial Numbers 1 to 5 in a) above, are selection posts. Remaining posts are non-selection posts. Promotion to selection posts shall be made on the basis of merit cum seniority. Promotion to non-selection posts shall be made on seniority and fitness basis.

7. Allocation of posts -

The inter-se allocation of the sanctioned posts among different functional areas shall be as decided by the Commission from time to time.

8. Power to keep posts vacant -

Nothing in regulation 5 shall be construed as requiring the Commission to have at all times, staff serving in all the categories or posts.

CHAPTER III**PROCEDURE FOR RECRUITMENT AND APPOINTMENT****9. Appointing Authority -**

All appointments of staff shall be made by the appointing authority as specified in clause (b) of regulation 3 of these regulations.

10. Eligibility criteria for appointment

The eligibility criteria for appointment shall be as given in Appendix- I.

11. Announcement of vacancies -

The Commission shall announce in such manner, as it deems fit the number of vacancies to be filled by Deputation on foreign service terms/short-term contract basis or through direct recruitment and invite applications for appointment in the Commission. The Commission may also publicize such vacancies through the issue of such advertisements, as it deems fit. In the case of appointment by direct recruitment wide publicity shall be given to the vacancies through the print media.

Provided that where the Commission decides to fill a post on short-term contract basis by considering someone who has been in the Commission's employment earlier, the announcement of the vacancy may be dispensed with.

12. Prescription of forms and conditions for application -

The Commission may prescribe, as it deems fit, the form in which application shall be submitted, the documents and certificates to be submitted with the application, the mode of submission, the last date for receipt of applications and the designated officer for submission of applications.

13. Processing of Application -

The Selection Committee shall consider the applications received in the Commission and may shortlist candidates, based on the requirements of the job and the curriculum vitae of the candidates, for further processing.

14. Mode of selection -

The Selection Committee may prescribe the mode of selection including written test or interview or any other method, for assessing the suitability of the shortlisted candidates.

15. Constitution of Selection Committee -

There shall be a Selection Committee for shortlisting the candidates and making recommendations for appointment.

- (a) For selection to all the Group A posts mentioned in regulation 5, the Selection Committee shall consist of the following :-

Chairman: Chairperson of the Commission.

Members: Two Members of the Commission.

Convenor: Secretary of the Commission.

Note: Chairman of the Selection Committee may also co-opt one subject-specialist/ Director concerned as a member of the Selection Committee.

- (b) For selection to all posts equivalent to Group B, C & D posts mentioned in regulation 5, the Selection Committee shall consist of the following :-

Chairman: Secretary of the Commission.

Member: Two Directors/Jt. Directors nominated by the Chairman of the Commission.

Convenor: Assistant Director (Personnel) of the Commission.

16. Select list of candidates -

On the recommendation of the Selection Committee the appointing authority shall prepare a select list of candidates arranged in order of merit which shall remain valid for a period of one year or for such extended period as the appointing authority may specify.

The validity of the select list will expire with the joining of the selected candidate in the post and the remaining candidates in the list shall have no claim whatsoever on the post thereafter.

17. Selection of candidates -

- a. Offers of appointment to candidates on the select list shall be issued in the order of merit shown in the select list specifying a time limit within which the candidate must join service, which may be extended at the discretion of the Appointing Authority.
- b. The letter of offer of appointment shall specify the conditions to be fulfilled by the candidate, prior to appointment.
- c. The appointing authority may withdraw its offer of appointment if the selected candidate fails to fulfill any of the conditions prescribed prior to appointment or if the candidate fails to join service within the specified time.
- d. All appointments by direct recruitment shall be subject to verification of character and antecedents.

- e. Where an offer of appointment is withdrawn, in the manner prescribed in clause(c) above, an offer of appointment shall be issued to the candidate next below in the order of merit in the select list.

CHAPTER IV

PAY, ALLOWANCES AND CONDITIONS OF SERVICE

18.1. Pay fixation in respect of Deputationist on foreign service terms and Short-term contract -

The scale of pay applicable and the corresponding levels of the State Government service against each post are set out in regulation 5 of these regulations.

- a. In the case of appointments on Deputation on foreign service terms, the pay shall be fixed as per the standard terms and conditions of the lending organization.
- b. In the case of appointments on short-term contract, the terms and conditions of appointment shall be as decided by the Commission at the time of appointment.
- c. Dearness Allowance, House Rent Allowance, Transport Allowance, City Compensatory Allowance shall be as prescribed by the State Government from time to time for the officers and staff of the Secretariat.
- d. Pension/Provident Fund - The provisions of Pension /General Provident Fund as applicable to State Government servants of corresponding level shall apply to the staff of the Commission absorbed permanently.
- e. Medical facilities shall be admissible in accordance with the State Government rules in force.
- f. Any other allowances available in State Government shall accordingly be admissible as per State Government rules.
- g. Reimbursement of residential and/or mobile telephone bills and newspaper bills shall be as decided by the Commission from time to time.

18.2. Pay fixation (Direct recruitment) -

The determination of pay and other allowances for the persons appointed through direct recruitment will be as per the State Government rules. The provisions of Pension /General Provident Fund as applicable to the State Government servants of corresponding level shall apply to the staff appointed on direct recruitment basis.

18.3. Pay fixation (Promotions)

The determination of pay and other allowances for the persons appointed through promotion will be as per the State Government rules. The provisions of Pension /General Provident Fund as applicable to the State Government servants of corresponding level shall apply to the staff appointed on promotion.

18.4. Finalization of terms and conditions on Deputation on foreign service terms/short-term contract:-

Deputation on foreign service terms and conditions (other than scale of pay) shall be decided mutually between APERC and lending organization. The terms of service, e.g in relation to Leave Salary contribution, gratuity, pension contribution, CPF, may, with the approval of the Chairperson be allowed as admissible to a candidate in his/her parent organization.

The terms and conditions of service for staff recruited on short-term contract basis shall be decided by the Chairman at the time of making the appointment.

19. Staff on Deputation on foreign service terms/absorption -

- a. The counting of past service of all staff members on Deputation on foreign service terms or absorption basis from State Government/Public Sector Undertakings/Autonomous bodies, as the case may be, shall be governed as per instructions issued by Government of AP from time to time.

- b. Such allowances as are not admissible to the regular employees of corresponding status in the Commission, shall not be admissible to the officer on Deputation on foreign service terms, even if they were admissible in the parent organization.
- c. Staff joining on Deputation on foreign service terms shall be eligible for contribution to the respective Provident Fund to which they are subscribing in their parent organization. Where a Deputationist has been a member of a Contributory Provident Fund the Commission shall bear the cost of the employer's contribution as applicable in each case.
- d. When the Commission determines that the services of the Deputationist are no longer required, he will be repatriated to his parent department even before completion of his sanctioned period of Deputation on foreign service terms. As and when a situation arises for premature reversion to the parent cadre of the Deputationist, his services could be so returned after giving advance intimation of reasonable period to the lending organization and the employee concerned.

20. Placement of staff -

- a. The posting of staff, at any time, shall be as decided by the appointing authority in any post, not lower in the scale of pay than the post for which the staff member was recruited.
- b. A staff member may hold more than one post for which no extra remuneration shall be paid except as otherwise provided by the State Government.

CHAPTER V

ANNUAL ASSESSMENTS, DISCIPLINARY PROCEEDINGS AND PENALTIES

21. Confidential reports -

In the matter of the annual confidential reports of staff, the instructions issued by the State Government from time to time in regard to State Government employees will be suitably adapted by the Commission.

22. Disciplinary proceedings and imposition of penalties -

In the matter of conduct, discipline and imposition of penalties, the AP Civil Services (Conduct) Rules, 1964 and the AP Civil Services (Classification, Control and Appeal) Rules, 1991 and the instructions issued by the State Government from time to time will be suitably adapted by the Commission. The disciplinary authority in each case will be as specified in paragraph 3(e) of these regulations.

CHAPTER VI**MISCELLANEOUS****23. Training -**

- a. Staff may be required to undergo such training as may be prescribed by the Commission.
- b. A staff member charged with misconduct during the period of training may be withdrawn from training and should be liable for appropriate disciplinary proceedings, as the appointing authority deems fit. Penalty in such cases may include recovery of the amount spent on the training by the Commission.

24. Other conditions of service -

- a. Staff shall retire from service on attaining the age of superannuation as prescribed by the Government of Andhra Pradesh from time to time.

Provided that appointees on short term contract basis can be serving in the Commission till they attain the age of 68 years.

- b. Staff appointed on direct recruitment basis and those absorbed in the service of the Commission will be entitled for Automatic Advancement Scheme (AAS) as applicable to the State Government employees from time to time. The AAS scales applicable to the posts in each of the pay grades shall be as applicable to the Government of AP employees from time to time.

- c. All service conditions which are not specifically envisaged in these Regulations shall be as applicable to the Government employees of the State of Andhra Pradesh.

25. Power of Relaxation -

The Commission may in the public interest and after recording reasons in writing, relax any of the provisions of these regulations.

26. Interpretation -

If any question arises relating to the interpretation of these regulations, the decision of the Commission shall be final.

(By Order of the Commission)

Hyderabad,
Date: 29-11-2022.

K. RAJA BAPAI AH,
Commission Secretary (I/c).

APPENDIX-I

ELIGIBILITY CRITERIA FOR APPOINTMENT

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
1	2	3	4	5	6	7
1	Commission Secretary	32	Post Graduate Degree in any faculty from a recognised university	Minimum: 55 Years Maximum: 62 Years	a) Demonstrated ability to resolve complex tasks b) Significant professional experience in managing staff, budget and projects c) Excellent written and verbal communication skills d) Knowledge or experience in a regulated industry e) Experience with a regulatory body in Power Sector is preferable	a) Holding analogous posts on regular basis; or b) With three years regular service in pay grade 30 or equivalent; or c) Overall experience of 20 years' post qualification experience

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
2	Director (Engineering)	32	Degree in Electrical or Power Engineering	Minimum: 55 Years Maximum: 62 Years	a) Engineering experience in large power utilities with generation / transmission / distribution facilities. b) Good knowledge of electricity laws c) Familiarity with the latest technological developments in transmission, generation, distribution and techno-economic appraisal. Hands on or design and planning experience in any of these areas. d) Good written and verbal communication skills e) Experience in setting up and critically reviewing performance standards	a) Holding analogous posts on regular basis; or b) With three years regular service in pay grade 30 or equivalent; or c) Overall experience of 20 years' post qualification experience

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
3	Director (Tariff)	32	MBA in Finance or certified Chartered Accountant or Certified Cost Accountant preferably with Engineering Degree or Post Graduate Degree in Economics	Minimum: 55 Years Maximum: 62 Years	a) Experience of Economic Analysis, modeling and Statistical techniques. b) Experience in the development of tariffs in public utilities is preferable. c) Demonstrated capability in analytical modeling. d) Good knowledge of electricity laws	a) Holding analogous posts on regular basis; or b) With three years regular service in pay grade 30 or equivalent; or c) Overall experience of 20 years' post qualification experience
4	Joint Director (Tariff)	30	MBA in Finance or certified Chartered Accountant or Certified Cost Accountant preferably with Engineering Degree or Post Graduate Degree in Economics	Minimum: 50 Years Maximum: 57 Years	a) Experience of Economic Analysis, modeling and Statistical techniques. b) Experience in the development of tariffs in public utilities is preferable. c) Demonstrated capability in analytical modeling.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 27 or equivalent.

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
					d) Good knowledge of electricity laws	
5	Joint Director (Engineering)	30	Degree in Electrical or Power Engineering	Minimum: 50 Years Maximum: 57 Years	<p>a) Engineering experience in large power utilities with generation / transmission / distribution facilities.</p> <p>b) Good knowledge of electricity laws</p> <p>c) Familiarity with the latest technological developments in transmission, generation, distribution and techno-economic appraisal. Hands on or design and planning experience in any of these areas.</p> <p>d) Good written and verbal communication skills</p> <p>e) Experience in setting up and</p>	<p>a) Holding analogous posts on regular basis; or</p> <p>b) With 3 years regular service in pay grade 27 or equivalent.</p>

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
					critically reviewing performance standards	
6	Joint Director (Law)	30	Degree in Law preferably with specialisation in regulation	Minimum: 50 Years Maximum: 57 Years	a) Fifteen years professional experience in Judicial/ Quasi-Judicial legal matters including proceedings, petitions, pleadings, familiarity with case laws etc. b) Experience in Regulatory matters is preferable.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 27 or equivalent.
7	Joint Director (Administration)	30	Post Graduate degree in any discipline	Minimum: 50 Years Maximum: 57 Years	Experience in dealing with General Administration matters, Personnel Management and Human Resources Development.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 27 or equivalent.

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
8	Deputy Director (Tariff - Engineering)	27	MBA in Finance with Engineering Degree	Minimum: 45 Years Maximum: 52 Years	a) Experience of Economic Analysis, modeling and Statistical techniques. b) Experience in the development of tariffs in public utilities is preferable. c) Demonstrated capability in analytical modeling. d) Good knowledge of electricity laws	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 24 or equivalent.
9	Deputy Director (Tariff - Economics)	27	Post Graduate Degree in Economics with specialisation in Econometrics or Post Graduate in Mathematics with specialisation in O.R. (Operations Research) or Post Graduate Degree in Statistics	Minimum: 45 Years Maximum: 52 Years	Application of regulatory Economics, demand forecasting or modelling	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 24 or equivalent.

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
10	Deputy Director (Transmission)	27	Degree in electrical engineering.	Minimum: 45 Years Maximum: 52 Years	a) Professional experience in a power utility with transmission facilities. b) Experience in Commercial issues. c) Familiarity with electricity tariff issues is desirable.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 24 or equivalent.
11	Deputy Director(Distribution)	27	Degree in electrical engineering.	Minimum: 45 Years Maximum: 52 Years	a) Professional experience in a power utility with distribution facilities. b) Experience in Commercial issues. c) Familiarity with electricity tariff issues is desirable.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 24 or equivalent.
12	Deputy Director (Law)	27	Degree in Law preferably with specialisation in regulation	Minimum: 45 Years Maximum: 52 Years	a) Ten years professional experience in Judicial/Quasi-Judicial legal matters including proceedings, petitions, pleadings, familiarity case laws etc. b) Experience in Regulatory	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 24 or equivalent.

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
					matters is preferable.	
13	Deputy Director (Information Technology)	27	BE/B. Tech. in Computer/ Communications Tech. or BE/B. Tech. with a Post Graduate Diploma in Computer Applications or Post Graduate Degree in Computer Application with Graduate Degree in Science	Minimum: 45 Years Maximum: 52 Years	Adequate knowledge and demonstrated capability in IT implementation, website management and electronic data management	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 24 or equivalent.
14	Deputy Director (Personnel)	27	Graduate degree in any discipline	Minimum: 45 Years Maximum: 52 Years	Experience in dealing with General Administration matters, Personnel Management and Human Resources Development.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 24 or equivalent.
15	Deputy Director (Pay & Accounts)	27	Graduate Degree preferably in Commerce	Minimum: 45 Years Maximum: 52 Years	Having knowledge of procedural details for budget, drawing and disbursement, receipts and payments, statutory	a) Holding analogous posts on regular basis; or b) With 3 years regular

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
					recoveries, funds etc. their accounting & financial control.	service in pay grade 24 or equivalent.
16	Assistant Director (Tariff - Engineering)	24	MBA in Finance with Engineering Degree	Minimum: 32 Years Maximum: 40 Years	a) Experience of Economic Analysis, modeling and Statistical techniques. b) Experience in the development of tariffs in public utilities is preferable. c) Demonstrated capability in analytical modeling. d) Good knowledge of electricity laws	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 23 or equivalent.
17	Assistant Director (Tariff - Economics)	24	Post Graduate Degree in Economics with specialisation in Econometrics or Post Graduate in Mathematics with specialisation in O.R. (Operations Research) or Post Graduate Degree in	Minimum: 32 Years Maximum: 40 Years	Application of regulatory Economics, demand forecasting or modelling	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 23 or equivalent.

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
			Statistics			
18	Assistant Director (Transmission)	24	Degree in electrical engineering.	Minimum: 32 Years Maximum: 40 Years	a) Professional experience in a power utility with transmission facilities. b) Experience in Commercial issues. c) Familiarity with electricity tariff issues is desirable.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 23 or equivalent.
19	Assistant Director (Distribution)	24	Degree in electrical engineering.	Minimum: 32 Years Maximum: 40 Years	a) Professional experience in a power utility with distribution facilities. b) Experience in Commercial issues. c) Familiarity with electricity tariff issues is desirable.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 23 or equivalent.
20	Assistant Director (Information Technology)	24	BE/B. Tech. in Computer/ Communications Tech. or BE/B Tech. with a Post Graduate Diploma in Computer Applications or Post Graduate Degree in	Minimum: 32 Years Maximum: 40 Years	Adequate knowledge and demonstrated capability in IT implementation, website management and electronic data management	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 23 or equivalent.

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
			Computer Application with Graduate Degree in Science			
21	Assistant Director (Law)	24	Degree in Law preferably with specialisation in regulation	Minimum: 32 Years Maximum: 40 Years	a) Five years professional experience in Judicial/ Quasi-Judicial legal matters including proceedings, petitions, pleadings, familiarity with case laws etc. b) Experience in Regulatory matters is preferable.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 23 or equivalent.
22	Assistant Director (Personnel)	24	Graduate in any discipline	Minimum: 32 Years Maximum: 40 Years	Experience in dealing with General Administration matters, Personnel Management and Human Resources Development.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 23 or equivalent.
23	Assistant Director (Pay & Accounts)	24	Graduate Degree preferably in Commerce	Minimum: 32 Years Maximum:	Having knowledge of procedural details for budget, drawing and disbursement,	a) Holding analogous posts on regular basis; or

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
				40 Years	receipts and payments, statutory recoveries, funds etc. their accounting & financial control.	b) With 3 years regular service in pay grade 23 or equivalent.
24	Private Secretary	21	Graduate and must be Computer literate and proficient in using MS Office or Google Workspace	Minimum: 25 Years Maximum: 35 Years	Must have works as PA under any Head of the Department in Government or Public Sector undertaking for at least 3 years; Must have an experience of 15 years in regular service.	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 18 or equivalent.
25	Senior Assistant	18	Graduate and must be Computer literate and proficient in using MS Office or Google Workspace	Minimum: 25 Years Maximum: 35 Years	Experience in establishment / administration/ accounts	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 11 or equivalent.
26	Junior Personnel Officer	18	Graduate and must be Computer literate and proficient in using MS Office or Google Workspace	Minimum: 25 Years Maximum: 35 Years	Experience in personnel and administrative matters.	a) Holding analogous posts on regular basis; or b) With 3 years regular

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
						service in pay grade 11 or equivalent.
27	Cashier	18	Graduate in Commerce and must be Computer literate and proficient in using MS Office or Google Workspace	Minimum: 25 Years Maximum: 35 Years	Experience in Accounting procedures in any Government / Public Sector Organization	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 11 or equivalent.
28	Stenographers	11	Graduate in any discipline. Must be computer literate. Proficient in using MS office or Google Workspace. English shorthand speed of 80 word per minute and typing speed of 40 words per minute in computer	Minimum: 25 Years Maximum: 35 Years	Experience in any organization in the central or state government or public sector undertaking or private organisation.	a) Holding analogous posts on regular basis; or b) 1 year regular service.
29	Junior Assistants	11	Graduate and must be Computer literate and proficient in using MS Office	Minimum: 25 Years Maximum: 35 Years		

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
30	Receptionist - cum - Telephone Operator	11	Graduate in any discipline, proficiency in English and Telugu. Basic Knowledge of computer operation essential and must possess experience and ability in reception, intercom connection care taking and EPABX	Minimum:25 Years Maximum: 35 Years	Experience of manning a front desk in any organisation	a) Holding analogous posts on regular basis; or b) With 3 years regular service in pay grade 6 or equivalent.
31	Caretaker	6	S.S.C from recognized Board of School Education. Should possess a valid two wheeler driving licence.	Minimum:21 Years Maximum: 35 Years	Must be able to read and write and have good physique.	Minimum 3 years experience in pay grade 2 or equivalent.
32	Messenger	6	S.S.C from recognized Board of School Education Should possess a valid two wheeler driving licence.	Minimum:21 Years Maximum: 35 Years	Must be able to read and write and have good physique.	Minimum 3 years experience in pay grade 2 or equivalent.
33	Driver	6	S.S.C from recognized Board of School Education and should possess light motor vehicle (4 wheeler) driving licence	Minimum:21 Years Maximum: 35 Years	Should possess sufficient knowledge about traffic rules, maintenance of vehicles and should be able to undertake minor repair works required for normal running of the vehicle	Five years experience as a driver preferably in a reputed company.

S.No	Post	Pay Grade	Minimum Educational Qualification	Age	Nature of Experience	Qualifying Service
34	Office Subordinate	2	S.S.C from recognized Board of School Education	Minimum:21 Years Maximum: 35 Years	Must be able to read and write and have a good physique. Should possess a two wheeler driving license.	
			NOTE 1 : Minimum and Maximum age limits mentioned in the table above are applicable only in respect of Direct Recruitments / Contractual appointments wherever applicable			
			NOTE 2: The Minimum educational qualifications & qualifying service mentioned in the table above is applicable to all methods of recruitment viz., Direct Recruitment / Contractual appointments / Promotion / Deputation wherever applicable.			

K. RAJA BAPAI AH,
Commission Secretary (I/c).

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